

# Researcher career path

## R1 PhD candidate

### First Stage Researcher (R1) (Up to the point of PhD)

This profile includes individuals doing research under supervision in industry, research institutes or universities. It includes doctoral candidates.

Researchers with this profile will:

- Carry out research under supervision;
- Have the ambition to develop knowledge of research methodologies and discipline;
- Have demonstrated a good understanding of a field of study;
- Have demonstrated the ability to produce data under supervision;
- Be capable of critical analysis, evaluation and synthesis of new and complex ideas;
- Be able to explain the outcome of research (and value thereof) to research colleagues.

## R2 Junior postdoc

### Recognised Researcher (R2) (PhD holders or equivalent who are not yet fully independent)

Doctorate degree (PhD) holders who have not yet established a significant level of independence; Researchers with an equivalent level of experience and competence.

Necessary competences

All competences of 'First Stage Researcher' plus:

- Has demonstrated a systematic understanding of a field of study and mastery of research associated with that field;
- Has demonstrated the ability to conceive, design, implement and adapt a substantial programme of research with integrity;
- Has made a contribution through original research that extends the frontier of knowledge by developing a substantial body of work, innovation or application. This could merit national or international refereed publication or patent;
- Demonstrates critical analysis, evaluation and synthesis of new and complex ideas;
- Can communicate with their peers - be able to explain the outcome of their research (and value thereof) to the research community
- Takes ownership for and manages own career progression, sets realistic and achievable career goals, identifies and develops ways to improve employability;
- Co-authors papers at workshop and conferences

## R3 Senior postdoc

### R3 - Established Researcher (Researchers who have developed a level of independence)

This describes researchers who have developed a level of independence.

Necessary competences

All necessary and most desirable competences of 'Recognised Researcher' plus:

- Has an established reputation based on research excellence in their field;
- Makes a positive contribution to the development of knowledge, research and development through co-operations and collaborations;
- Identifies research problems and opportunities within their area of expertise;
- Identifies appropriate research methodologies and approaches;
- Conducts research independently which advances a research agenda;
- Can take the lead in executing collaborative research projects in cooperation with colleagues and project partners;
- Publishes papers as lead author, organises workshop or conference sessions

## R4 Leading researcher

### R4 - Leading Researcher (Researchers leading their research area or field)

This is a researcher leading his/her research area or field. It would include the team leader of a research group or head of an industry R&D laboratory. In particular disciplines as an exception, leading researchers may include individuals who operate as lone researchers.

Necessary competences

All necessary and most desirable competences of 'Established Researcher' plus:

- Has an international reputation based on research excellence in their field;
- Demonstrates critical judgment in the identification and execution of research activities;
- Makes a substantial contribution (breakthroughs) to their research field or spanning multiple areas;
- Develops a strategic vision on the future of the research field
- Recognises the broader implications and applications of their research;
- Publishes and presents influential papers and books, serves on workshop and conference organising committees and delivers invited talks

# Funding mechanisms

